

DBE News

Published by the Idaho Transportation Department

February 2008 Volume XVII No. 5



Where in Idaho is this? See page 2

What is a DBE?

A DBE is a small, for-profit business concern that is at least 51% owned and controlled by socially and economically disadvantaged individuals. The US Department of Transportation's DBE Program is designed to foster equal opportunity for *minority*, female and disadvantaged business owners on federal-aid transportation projects, and for helping them improve their business efficiency and flexibility.

This monthly newsletter is published by the ITD's DBE Supportive Services as an informational and educational resource for DBEs, contractors, consultants and federal-aid agencies on EEO, procurement and business issues. If you'd like to receive this newsletter regularly, please contact us for a **free subscription**.

Disparity Study Update

New Committee Sorts Through Disparity Study Recommendations

DBE Disparity Study Recommendation Committee will decide which recommendations are "do-able" — as well as how to go about doing them.

A committee formed last month to review the recommendations in the ITD DBE Disparity Study final report (visit www.itd.idaho.gov/civil/disparity.htm to view the findings).

The committee includes representatives from the consulting and construction communities (both DBE and non-DBE). Staff from ITD's EEO Office, Consultant Administration Unit, Construction Administration Unit and District Offices round out the membership.

(Continued on page 6)

2008 Lizapalooza: Is it coming to your town? (It might!)

Learn about doing business with the government, DBE, 8(a) and HUB-Zones Certifications, and all kinds of other good stuff

For those of you who have never attended **Lizapalooza**, this is a series of statewide half-day orientations where firms can learn about selling to state

and federal government agencies.

Here's your chance to find out about

(Continued on page 5)

— **Liz Healas, Editor**



Inside ... New DBEs ... Events in March ... EEO/AA Workshops ... ITD Construction Contract Training ... Deadline for DBE Renewals ... FFY08 Friedman Memorial Airport DBE Goal ... ITD Procurement Info

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Visit us on-line at www.itd.idaho.gov/civil/external.htm

Office Location & Mailing Address:

3311 W. State Street, Room 300B / PO Box 7129, Boise, ID 83707

(Office Hours are 8am - Noon, 1pm - 5pm, Mountain Time)

Welcome New DBEs!

Ditches Unlimited Inc.

Arvistis McKinnie, President

18089 Watson Road, Coeur d'Alene, ID 83814

Phone: (208) 664-0888

FAX: (208) 664-0888

E-mail: ditchesunlimitedinc@verizon.net

Full-service excavating company with experience in road construction, utilities, water shed, demolition, erosion control, road obliteration, hazardous materials clean up, subsurface drainage, soil stabilization, hauling, slope stabilization, grading and environmental remediation.

To see our complete [DBE Directory](#), visit on-line at www.itd.idaho.gov/civil/dbefirms.htm. This listing is updated to our website on the first workday of every month. Hard copy versions of the directory, updated each quarter, are also available by request.

Don't be a Moving Mystery Target

As we process the annual DBE "No Change" Affidavits and Three-Year Renewal Applications, we're finding that a disturbing number of these list new street and mailing addresses, phone numbers and e-mail addresses.

These are changes we didn't know

about, and weren't informed about.

So it's time for a refresher from the regulations governing the DBE Program (49 CFR 26):

If you are a DBE, you must inform the recipient or UCP in writing of any

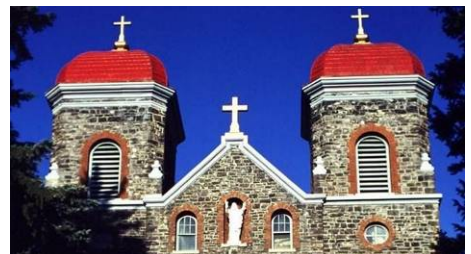
change in circumstances affecting your ability to meet size, disadvantaged status, ownership, or control requirements of this part or any material change in the information provided in your application form.

These circumstances certainly include your current whereabouts and contact information. If we can't locate you for the annual certification renewals, you'll end up having your DBE certification removed for failing to cooperate.

Beyond complying with the requirements of the DBE Program, it's just common sense to let us know how to reach you. If we don't know where you are, then the contractors and consultants won't, either. (As a marketing strategy, that doesn't make a lot of sense, does it?)

So when you move, or change your e-mail provider — and some of you do, quite often — or initiate any other kind of contact information change, give some thought about the people you should inform. It might be useful to set up a list of people, companies and organizations to whom you need to inform ahead of time. (And don't forget to include us!) ●

Clue for this month's "[Where in Idaho is this?](#)" (*front cover*). The oldest standing building in Idaho, it was established by the Jesuits at the invitation of the local tribe. Construction on the building was finished in 1853.



Answer to January Issue: [St. Gertrude's Monastery](#), in Cottonwood, Idaho County.

Events in March

Mon	Tue	Wed	Thu	Fri	Sat
	Lizapalooza Twin Falls, February 26	Lizapalooza Pocatello, February 27	Lizapalooza Rigby, February 28	AGC Supervisory Trg Program: General & Specialty Contractor Dynamics Boise (208) 344-2531 www.idahoagc.org Feb 29 & Mar 1	
See Cover Story for details					
3 How to Start a Biz Boot Camp Lewiston ISBDC (208) 792-2465 www.idahosbdc.org Branding Your Biz Blackfoot ISU Workforce Trg (208) 282-3372 www.workforcetraining.isu.edu 21 Free & Cheap Marketing Secrets ISU Soda Springs Workforce Trg (contact info above)	4 Lizapalooza Boise (see cover story for details) Human Resource Practices Spokane WSBDC (509) 358-7890 www.wsbdc.org How to Start Your Own Biz Ontario Biz-Center (541) 881-8822 ext. 356 http://commonspot.tvcc.cc/Academics/BizCenter	5 How to Fund Your Biz Spokane WSBDC (contact info left)	6 Coaching & Motivating People Spokane WSBDC (contact info left) ITD EEO/AA Requirements , Boise (see p. 5 for details) ITD Water Pollution Control Manager Trg (with certification) Nampa— Resource Planning Unlimited (208) 883-1806 / rpu@turbonet.com March 6 & 7	7 ITD Construction Contracts Boise (see p. 4 for details) Starting a Biz in Idaho Post Falls NIC Workforce Trg (208) 666-8009 www.idahosbdc.org	8 Biz Fundamentals Boise SBA (208) 334-1696 ex 338
10	11 Hiring Smart Spokane WSBDC (Contact info above) Got Signs? Pocatello ISU Workforce Trg (208) 282-3372 www.workforcetraining.isu.edu Microsoft Project Essentials Nampa BSU (208) 426-1984 https://cwtreg.boisestate.edu March 10-12	12 Managing Your Operations for Profit Post Falls NIC Workforce Trg (contact info above right)	13 Small Biz Start-Up Pocatello ISBDC (208) 232-4921 www.idahosbdc.org Guerilla Marketing 101: Marketing Strategies that Fit Your Budget Post Falls NIC Workforce Trg (contact info above right)	14 Marketing: Hitting the Right Target for Profit Post Falls NIC Workforce Trg (contact info above)	15
17 Hiring for the 21st Century ISU American Falls Workforce Trg (contact info above)	18 How to Properly Insure Your Biz Pocatello ISU Workforce Trg (contact info above left) Succession Planning (Passing the Torch) Lewiston ISBDC (contact info above left)	19 Wisdom Factor: Managing Your Biz Finances Like a Pro Ponderay NIC Workforce Trg (contact info above)	20 Managing Your Biz with QuickBooks Spokane WSBDC (contact info above left)	21 Social Entrepreneurship: Successful Earned Income Strategies Boise META (208) 336-5533 ext. 230 www.metaidaho.org	22
24 Hiring, Firing & Employee Incentives Lewiston ISBDC (contact info above) Microsoft Project Advanced Nampa BSU (208) 426-1984 https://cwtreg.boisestate.edu March 24-26	25	26 Lizapalooza Lewiston (see cover story for details)	27 Lizapalooza Post Falls (see cover story for details) ITD Water Pollution Control Manager Trg (with certification) Nampa— Resource Planning Unlimited (208) 883-1806 / rpu@turbonet.com March 27 & 28	28 Planning for Biz Success Post Falls NIC Workforce Trg (contact info above)	29

US Department of Transportation & US Department of Labor EEO/Affirmative Action Requirements



Ready for your
EEO Contract
Compliance
Review in 2008?

Construction Season is fast approaching — you can't afford to miss these workshops!

In order to assist companies who are required to fulfill civil rights requirements on federal-aid contracts/subcontracts in the amount of \$10,000 or more, the Idaho Transportation

Department's EEO Office will be sponsoring training sessions at three locations in February and March.

The training sessions are provided **FREE OF CHARGE**, and will cover information regarding US Department of Labor and US Department of Transportation EEO, Affirmative Action and Veteran requirements on federal-aid projects. In those areas where it is applicable, information on Tribal Employment Rights will be provided. Information will also be presented on the services provided by the Community Council of Idaho and other organizations within the local area of the training.

This year's sessions will split into two segments:

Construction Companies from 8:00am to Noon
Consultant Companies from 1:00pm –5:00pm

Includes update
on Shoshone-
Bannock TERO
Requirements

Coeur d'Alene

February 7

8:00 am to 5:00 pm

ITD, District 1

600 W. Prairie

Boise

March 6

8:00 am to 5:00 pm

ITD, District 3

8150 Chinden

Pocatello

February 21

8:00 am to 5:00 pm

ITD District 5

5151 South 5th



To register or for more information about the workshops, please contact **Julie Caldwell** at (208) 334-8458 / julie.caldwell@itd.idaho.gov or **Debby McCarthy** / debby.mcarthy@itd.idaho.gov at (208) 334-4442. To download the registration flier, visit www.itd.idaho.gov/civil/external.htm.

Get it While You Can: ITD Construction Contract Training



Presented by **Doug Chase**, from ITD Contract Administration, along with **Ron Mackelprang** and **John Ingram**, these half-day workshops are the ultimate authority on ITD's contract provisions.

How well do you know your ITD construction contract? More importantly, how well do you **understand** it? What are your responsibilities? What are ITD's responsibilities?

If you bid or perform on ITD projects, attending this workshop is an absolute necessity! Attendees will become familiar with ITD construction contracts, and learn about good contract administration practices. Here's your chance to get expert explanation and interpretation of construction contract specifications straight from the source. Topics will include:

- Bidding Requirements & Conditions
- Award & Execution of Contract
- Scope of Work
- Control of Work & Materials

These half-day workshops will be held in three locations:

February 5, 1:00pm—5:00pm
ITD District 1, Coeur d'Alene

February 19, 1:00pm—5:00pm
ITD District 6, Rigby

March 7, 8:00am—Noon
ITD HQ East Annex, Boise

These free workshops are open to all contractors. Call DBE Supportive Services for a registration flier right away, or visit www.itd.idaho.gov/civil/pdf/contractadmin.pdf.

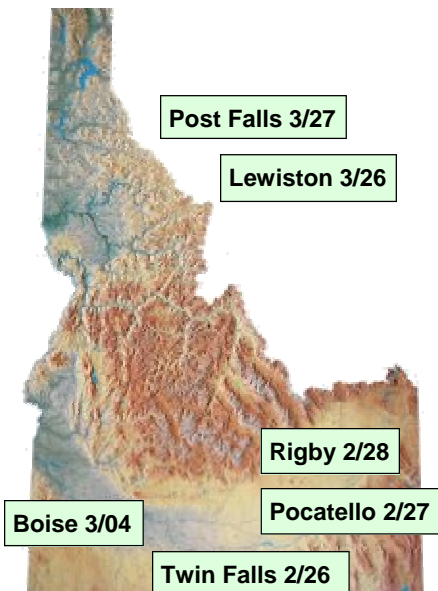
(LIZAPALOOZA, Continued from page 1)

how to qualify and become certified as a disadvantaged business enterprise, and what kind of valuable benefits you can enjoy through DBE Supportive Services.

At the same time, firms learn about many other services and programs available to small businesses through other government agencies and organizations, including the Small Business Administration's 8 (a) and HUBZone Certifications, bid-matching through the Idaho Business Network, the "how to" of selling goods and services to the State of Idaho, and business counseling through the Idaho Small Business Development Center!

These orientations are not only helpful for businesses considering DBE or other types of certification, they are also informative for DBEs who would like new or additional information.

Attendance is free — you don't want to miss it! However, pre-registration is necessary. If we don't get the sign-ups, we'll cancel the location. Call or e-mail DBE Supportive Services today for a registration form, or visit www.itd.idaho.gov/civil/pdf/orientations.pdf.



Busted! Tales from the OIG

Indiana Contractor Agrees to Pay More Than \$8.2 Million to Settle Federal and State Asphalt Fraud Claims

On December 10, 2007, in U.S. District Court for the Western District of Kentucky, Louisville, Kentucky, Indiana contractor Gohmann Asphalt and Construction, Inc. (Gohmann) agreed to pay more than \$8.2 million to settle Federal and State claims alleging that Gohmann fraudulently swapped samples of asphalt between 1997 and 2006 to inflate the amount paid on road projects by the Federal Highway Admini-



Yep... the "Perp Walk" along a crooked mile of bad asphalt! (Arranged courtesy of the Office of the Inspector General.)

stration (FHWA), Commonwealth of Kentucky, and State of Indiana.

This joint investigation revealed that Gohmann's employees fraudulently swapped "good" cores for "bad" cores (i.e., cores with failing density).

The investigation was conducted with FHWA and the U.S. Attorney's Office for the Western District of Kentucky, Louisville, Kentucky.

Deadline for DBE Renewals is February 15

No Change Affidavits

This quick and easy form is for DBEs who either were initially certified — or completed their last full three-year renewal — since 2005.

If **no** changes have happened since your last certification or renewal that would affect your firm's eligibility for the program, just fill out the form, sign it, and have it notarized.

HOWEVER: If you **have had** changes since your last certification or three-year renewal that would affect your ability to meet all DBE eligibility requirements — ones that you have not already alerted DBE Supportive Services about — you

must attach an explanation of the changes, along with all supportive documentation.

DBE Supportive Services will analyze what effect, if any, these changes have on your certification eligibility.

Three-Year Certification Renewals

These are for firms whose last full certification or three-year certification renewal was in 2005. The certification renewal application asks for updates on everything from ownership to Personal Net Worth.

There will be a checklist attached of the documents that are necessary to send in
(Continued on page 10)

Business.Gov Launches New Features

Website Unveils State and Local Search Features Google, Web 2.0 Search and Expanded Content Top the List of New-Release Features

Business.gov, the official business link to the U.S. government,

Business.GOV
THE OFFICIAL BUSINESS LINK TO THE U.S. GOVERNMENT

has launched new search features and expanded content that make it easier for small business owners to find essential information they need to run their operations, including forms, licenses, permits and regulatory information from federal, state and local governments.

In addition to federal government resources, business owners now have access to over 9,000 state, territory, county, and city government websites providing information on starting and managing a business while complying with regulations from all levels of government.

Business.gov's new search service is a "mashup" – a unique service created by combining content from separate Web applications – of Google-based services including Google's Custom Search Business Edition, Google Maps, the Google Search Appliance and publicly available compliance information culled from federal, state and local government websites.

The new service improves upon general search services by delivering results directly aligned with doing business in a specific geographic area, saving business

owners time by getting to the right information more quickly.

For example, if a user types in "business license Richmond, VA" the relevant results on licenses will be returned from the City of Richmond and State of Virginia website.

Business.gov has also expanded the content of its Small Business Guides which help business owners understand what regulations and programs apply to them, how to comply, and how to stay in compliance while growing and managing their operations.

For example, if a retail business is interested in expanding its business online, the Small Business Guide to E-Commerce will provide guidance on legal and regulatory requirements the business owner must meet before opening an online store.

Business.gov's expansion follows the recent addition of a new "Permit Me" feature, providing a single source for information on obtaining federal, state, and local permits, business licenses, and registrations for types of businesses most popular with Business.gov users.

(**COMMITTEE**, Continued from page 1)

The committee members are tasked with determining which of the report's recommendations can and will be implemented – as well as how they can be put into practice. It's anticipated to take only a few meetings.

Julie Caldwell, ITD's EEO Contract Compliance Officer, will be reporting on the actual recommendations from the Disparity Study at the upcoming Associated General Contractors (AGC)/ITD Joint Meetings at the following dates and locations:

- February 6 – Best Western Coeur d'Alene Inn & Conference Center, Coeur d'Alene
- February 20 - Hilton Garden Inn, Idaho Falls
- March 5 - AGC Education Center, Boise

Be sure to watch future issues of **The DBE News** on updates to the Disparity Study Implementation. ●

A Little Background on ITD's Disparity Study

In 2006, ITD contracted consulting firm **BBC Research & Consulting** to conduct a disparity study to evaluate transportation-related contracting practices and the effectiveness of ITD's DBE Program.

The study's findings and recommendations will be used to determine the level at which annual DBE goals will be set on Federal Aid highway, public transit and airport projects, and at what levels.

ITD's need for a Disparity Study arose from a 2005 Ninth Circuit Court of Appeals decision on a court case

(Continued on page 7)

IRS Warns Taxpayers of New E-mail Scams

Identity Theft through fake "tax refund" offers

As the 2008 tax season continues, the number of email scams (or "phishing") will probably increase as con artists seek to steal taxpayer's identities by enticing them with offers of refunds.

The latest version of the refund scam tells the recipient that he or she is eligible for a refund from the Internal Revenue Service (IRS). "After the last calculations

(Continued on page 8)

(**BACKGROUND**, Continued from page 6)
protesting the DBE Program: *Western States Paving Co. v. State of Washington Dept. of Transportation*.

This court decision prompted the US Department of Transportation (USDOT) to instruct all states falling within the 9th Federal Judicial Circuit (this includes Idaho, Alaska, Arizona, California, Hawaii, Montana, Nevada, Oregon and of course Washington) to cease setting DBE project goals until the results of a "rigorous and valid" Disparity Study have been gathered and analyzed, showing the effects of discrimination on DBEs in Idaho.

2008 Idaho Legislature is on

Bills having the potential to affect our DBEs and the business community

House Bills

H0380 Engineers/land surveyor law revised Amends existing law ... to provide that a land surveyor must become duly licensed ... to provide that applications for licensure must show the applicant's technical experience ... to provide for the removal of the engineer intern's or land surveyor intern's name from the board's current list of certificate holders for failure to timely meet certificate renewal requirements ... to revise an administrative penalty; to provide for the enforcement of provisions relating to unlicensed practice, etc.



Forgotten who your Idaho legislators are? Visit www.legislature.idaho.gov/about/districtmap.htm for a point-and-click map which will show your district's senators & representatives.

Small Business Success Center Offers Assistance to Treasure Valley Entrepreneurs

Did you know that the Boise Metro Chamber of Commerce operates a **Small Business Success Center**?



It works to champion the growth of local small businesses (not just chamber members) by providing opportunities for networking, visibility, referrals, education and other pertinent business information.

By collaborating with other resources, the Center provides the much needed direction and guidance needed by small businesses.

Entrepreneurs can find valuable resources at the Center including a Resource Center filled with business

reference guides, books, tapes and videos to guide small business owners through the matrix of business ventures.

There are also training opportunities in four different tracks, including:

- Professional Development
- Small Business Owners & Managers
- Business Workshop
- Women in Business

The Center also offers personalized one-on-one coaching to small business owners. For more information about the Small Business Success Center, visit: www.boisechamber.org/smbusiness.

Many city chambers of commerce offer business training and networking opportunities even to non-members. Consider checking the one in your community to evaluate its benefits for your firm.

Friedman Memorial Airport Announces 1.4% DBE Goal for FFY08



Friedman Runway

The Friedman Memorial Airport announces a 1.4 percent Annual Participation Goal (APG) for Disadvantaged Business Enterprises (DBE) for Federal Aviation Administration (FAA)-assisted contracts during Federal Fiscal Year 2008.

Friedman Memorial Airport has filed information regarding the methodology used in the establishment of this APG with the Federal Aviation Administration (FAA). This information is available for inspection during normal business hours through February 15, 2008 at:

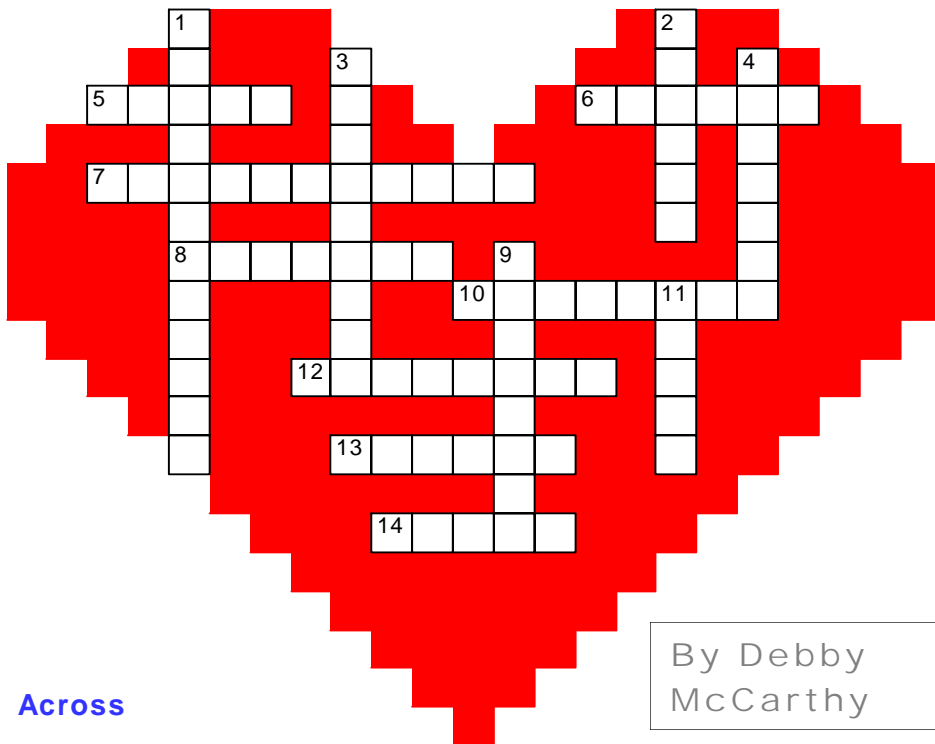
Friedman Memorial Airport, Airport Manager's Office
1616 Airport Way, Hailey, Idaho 83333

Comments on the goal may be sent through March 1, 2008 to:

Richard Baird, Airport Manager, Friedman Memorial Airport
P.O. Box 929, Hailey, Idaho 83333

February Crossword

Remember! The first subscriber that submits complete and correct answers to the Crossword wins a sweet prize.



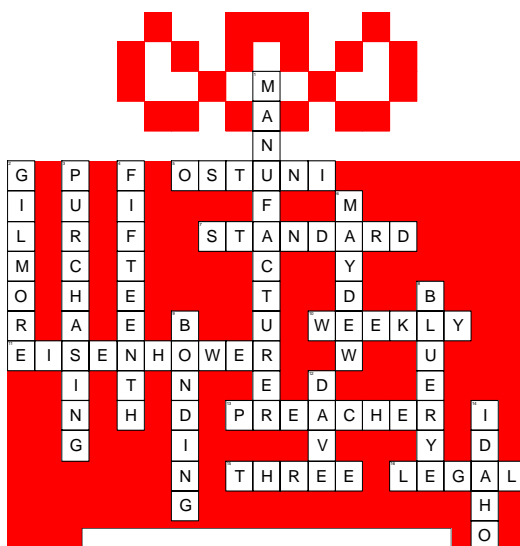
By Debby
McCarthy

Across

5. RECOMMENDATIONS
REPORT MEETING
6. FACTOR TRAINING
7. AFTERNOON
TRAINING
PARTICIPANTS
8. "MATERIAL CHANGE IN
INFORMATION"
10. DBE GOAL SETTER
12. E-MAIL SCAMS
13. R IN TERO
14. CONSTRUCTION
CONTRACT TRAINER

Down

1. LIZAPALOOZA
MEETINGS
2. COMBINED
CONTENT
3. ANNUAL DEADLINE
4. FRAUD MAN
9. DITCHER
11. BOISE CHAMBER?



January
Crossword Key

(SCAM, Continued from page 6)

of your fiscal activity, we have determined that you are eligible to receive a tax refund of \$129.53," the email reads.

The email then directs the recipient to link to an "electronic refund request form" so the IRS can process the refund. Consultants then use the personal information on the form to steal the recipient's identity or for other criminal purposes. Some e-mail scams contain harmful viruses or spyware that can infest the recipient's computer.

The IRS emphasizes that refunds do not require a separate form. Anyone who thinks that he or she may be due a refund should use the IRS' online *Where's My Refund?* tool at www.irs.gov.

As always, never to click on any link in a suspicious email.

Consultants! Could the Hand of Fate be Pointing at YOU?

Consultants working for ITD might not know that last year, ITD's EEO Office began reviewing consulting firms for compliance with EEO/Affirmative Action Requirements on federal-aid agreements.

This year, the EEO Office plans to review even more consultant firms — possibly at least one in every district. (Sub-consultants — not just prime consultants — are eligible for review, too.)

Would you be ready for an EEO Contract compliance Review if you were chosen? Do you know what the requirements? Do you know what to expect?

Get prepared for The Hand: **register for the afternoon "consultant" portion of the EEO/Affirmative Action Requirements Workshop** (see page 4).

Not all of ITD's projects open for bid are directly highway-related. Check out www.itd.idaho.gov/business/business.htm (**Bid & Contract Information—ITD Goods & Services**) for bid openings on maintenance buildings, rest areas, sand sheds, mowing, and other services posted by ITD's Purchasing Section. And here's the great part: these notices now are hyperlinked to their plans and specifications!

Don't See Any DBE Goals On ITD Projects?

That's because we *aren't* setting individual DBE project goals at this time!

As we discussed in past issues of [The DBE News](#), a 2005 Ninth Circuit Court of Appeals decision (*Western States Paving Co. v. State of Washington Dept. of Transportation*) has prompted all states affected by this ruling to pursue their DBE goals through race/gender-neutral means until they have the results of a disparity study. Keep watching this newsletter for further developments.

Looking for the Non-ITD Projects Listings?

They're only available to our DBEs through **weekly e-mails**. (Much faster & more timely!) If you're a DBE and would like to receive these, please contact us so we can add you to our distribution list.

ITD HIGHWAY CONSTRUCTION PROJECTS

For the quickest, most complete notification of these projects as they are put out for bid, visit ITD's [Contractor Information Page](#) at: www.itd.idaho.gov/design/contractors/contrinfo.htm

This excellent resource features *Notice to Contractors*, which alerts you to all upcoming federal-aid and state highway construction projects let through ITD, and list specific details and quantities, the

names of resident engineers, and a brief description of the work to be performed.

Also included is: *Quarterly Bidding Forecast*, *Planholder Lists* (updated daily), *Bid Result and Bid Abstract Information*, and *Contract Award Information*.

Please note: Starting in 2008, [Notice to Contractors](#) is available **online only**. They are no longer mailed.



Troy, Main Street, c.1913

Free Non-Bidder's Plans & Specs For DBEs

Idaho-Certified DBEs: remember to call DBE Supportive Services at (208) 334-4442 for *free* non-bidder's ITD Plans & Specifications if interested in bidding as a subcontractor. Limit of ONE set of plans per project per DBE firm. A DBE Non-Bidders Plan Holders list can be found at www.itd.idaho.gov/civil/planholders.htm

 <h3>Project-Related Questions?</h3>		
District 1	Coeur d'Alene	(208) 772-1200
District 2	Lewiston	(208) 799-5090
District 3	Boise	(208) 334-8300
District 4	Shoshone	(208) 886-7800
District 5	Pocatello	(208) 239-3300
District 6	Rigby	(208) 745-7781

(RENEWALS, Continued from page 5)
with the application. Be sure that all items are included before mailing in the packet to us.

After we receive your signed and notarized affidavits or certification renewal applications (with all needed attachments), you will receive a certification letter and certificate for Calendar Year 2008.

All “No Change” affidavits and certification renewal applications are due February 15, 2008

Anyone who fails to provide their affidavit or certification renewal application in a timely manner “will be deemed to have failed to cooperate” according to DBE regulations, which may result in removal of certification.

Interested in becoming a DBE, but don’t know the certification process?
Watch our slideshow at www.itd.idaho.gov/civil/Slideshow.pps

DBEs who have had their certifications removed will be required to undergo the full application process again should they wish to have their certification restored.

In the meantime, they will not be counted as certified DBEs in the State of Idaho.

In other words, it’s really important that you submit these forms by the February 15 deadline, or arrange for an extension.

If you have any questions about your “No Change” Affidavit or three-year certification renewal application, call DBE Supportive Services at (208) 334-4442, or toll-free at (800) 634-7790. ●

ITD & TITLE VI

The Idaho Transportation Department (ITD) is committed to compliance with Title VI of the Civil Rights Act of 1964 and all related regulations and directives. ITD assures that no person shall on the grounds of race, color, national origin, gender, age, or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any ITD service, program, or activity. The department also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies, and activities on minority and low-income populations. In addition, the department will take reasonable steps to provide meaningful access to services for persons with Limited English Proficiency.

Idaho Transportation Department
EEO Office—DBE Supportive Services
PO Box 7129
Boise, ID 83707-1129

First Class Mail
US Postage Paid
Boise, Idaho
Permit No. 143

We’re on the Web! Visit us at www.itd.idaho.gov/civil/dbeforams.htm for a 12-month archive.